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THE UNIVERSITY OF ALBERTA

AN EXPLORATORY STUDY OF SEX ROLE ORIENTATION AND ADJUSTMENT OF SINGLE PARENT WOMEN

by

(C) LAURIE DONNA TOBIAS

A THESIS

SUBMITTED TO THE FACULTY OF GRADUATE STUDIES AND RESEARCH IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF EDUCATION

IN

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DEPARTMENT OF EDUCATIONAL PSYCHOLOGY

EDMONTON, ALBERTA

FALL 1982

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The undersigned certify that they have read, and recommend to the Faculty of Graduate Studies and Research, for acceptance, a thesis entitled AN EXPLORATORY STUDY OF SEX ROLE ORIENTATION AND ADJUSTMENT OF SINGLE PARENT WOMEN submitted by LAURIE DONNA TOBIAS in partial fulfilment of the requirements for the degree of MASTER OF EDUCATION in Counselling Psychology.

Supervisor

Date: June 8, 1982.

To my MaPBENDSAdAFather

Letter to Mothers

APPENDIX A

ABSTRACT

This study was exploratory in nature designed to gain a better understanding of one of the factors that may be related to the adjustment of women to single parenthood. The factor investigated was sex role orientation. Three groups of single parent women (Androgynous, Masculine oriented and Feminine oriented) were compared in relation to their psychological health and their performance in five major areas of functioning. It was expected that the androgynous women would experience the least difficulty with the major role areas and would be experiencing the best level of psychological health.

The study was carried out in two stages with 72 women participating in the research. In stage one, the Bem Sex Role Inventory was administered to determine the sex role orientation of each of the women. The Demographic Questionnaire was also administered to obtain background information. Sixteen of these women were chosen to participate in stage two, six Masculine oriented women, five Feminine oriented women and five Androgynous women. A semi-structured interview schedule was developed and used to elicit information from the women regarding their role performance in five major areas of functioning. The Personal Orientation Inventory was used as an objective measure of the women's psychological health.

Analysis of the responses to the interview schedule indicated that women from all three groups were coping effectively with the major role areas in their lives. The

Education N1-135
Education Building
University of Alberta
November 2, 1981

Dear single mother,

I am presently working on my master's thesis at the University of Alberta. I am investigating how single parent women are dealing with the responsibilities associated with being the sole parent in the home. My study involves two stages. During the first stage, all volunteers will be asked to complete a questionnaire at the University. This can be done on Monday, November 30th or Tuesday, December 1st any time between 6:00 p.m. and 9:00 p.m. in Education North, room 2-139. This will include approximately one hour. From this group of women approximately fifteen will be chosen for the second part of the study. I would like to talk to these women about how they are handling the responsibilities of being a single parent. I expect that this interview will take approximately one hour. This will take place at your convenience.

If you decide to volunteer, the sharing of the experiences and insights that you have acquired, will be of great help to me. At the same time, our discussion may be of interest to you. Your participation in this research will be greatly appreciated and I am looking forward to talking with you. I hope to see you on Monday, November 30th or Tuesday, December 1st. If you will complete the enclosed postcard, I will be in contact with you.

Yours sincerely,

Laurie Tobias

Laurie Tobias

Enclosure

John C. Peterson
Thesis Advisor

Masculine oriented women were found to have somewhat more active and satisfying social lives. The Androgynous women were found to have the best relationships with their extended families.

You may be wondering.....

How was my name obtained?

Certain agencies were provided with letters and requested to forward the information you have received to single parent mothers using their facilities.

How do I participate?

Please come to the Education Building room N2-139, at the University of Alberta on either Monday, November 30th or Tuesday, December 1st between 6:00 p.m. and 9:00 p.m. You will be asked to complete a questionnaire. This will also give you an opportunity to meet me. I would also be helpful if you completed the enclosed response card.

What do I have to do?

Spend approximately one hour in your home talking with the interviewer, answering questions on a questionnaire.

What will the interview be about?

It will be a discussion about how your are handling the responsibilities associated with being the only parent in the home.

What will happen to my answers?

All information given is confidential. Your answers will be combined with those of other participants, then analyzed. The analysis may then be incorporated into a master's thesis. You may have a summary of the findings if you wish.

Why should I participate?

Those who have participated in studies like this have described the experience as "interesting" and a "pleasant experience."

The only way new knowledge can be obtained is by people like yourself participating in studies like this. Only single parent mothers have the information needed for this research. Your contribution is very important.

Your assistance will be greatly appreciated.

Comparison of the three groups of women in relation to psychological health, as measured by the Personal Orientation Inventory, indicated that the Masculine oriented group scored somewhat higher but not significantly higher on measures of psychological health in comparison to the Androgynous and Feminine oriented women. The Feminine oriented women scored significantly lower than the Masculine oriented women on a subscale which measured sensitivity to, and responsiveness to one's own needs and feelings. The Feminine oriented women also scored significantly lower than both the Masculine oriented and Androgynous women on a subscale which measured self regard.

The findings indicated that the women from all sex role orientation groups were generally functioning at similar levels, both socially and psychologically.

Implications for counsellors dealing with single parent women were discussed. Suggestions were made with regard to areas that could be researched in the future.

ACKNOWLEDGEMENTS

I would like to thank you Dr. John Paterson for your guidance and encouragement throughout this past year. To Dr. Rosemary Liburd and Professor Helen Ilott thanks are extended for your valuable feedback and assistance.

I also wish to thank Vicki Ross for typing this thesis. Your patience and skill were greatly appreciated.

A special thank you is given to the single parent women who by so willingly sharing their experiences with me made this study possible.

To Richard for your love, support and patience I extend a very special and loving thanks.

APPENDIX B

Demographic Questionnaire

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6. I obtain my income from: a) Earnings from employment.
b) Mother's allowance or welfare assistance.
c) Support payments from spouse.
d) Combination of the above.
e) Another source.
(Please specify) _____

7. I am: a) Employed part-time outside the home.
b) Employed full-time outside the home.
c) Employed within the home.
d) Other.
(Please specify) _____

8. My occupation is _____

9. My gross annual earnings are: a) under $4,999 f) $15,000-17,499
b) $5,000-7,499 g) $17,500-19,999
c) $7,500-9,999 h) $20,000-22,499
d) $10,000-12,499 i) $22,500-24,999
e) $12,500-14,999 j) $25,000 and over.

10. My gross annual income from other sources is: a) $0-299 d) $700-899
b) $300-499 e) $900-1,099
c) $500-699 f) $1,100-1,299

11. My highest level of education is: a) less than grade nine
b) some high school
c) Senior Matriculation
d) Some University
e) Technical School
f) University Degree
g) Graduate Degree

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12. The type of accommodation I live in is: (Please circle all appropriate answers.)
a) house
b) apartment
c) townhouse
d) owned
e) rented
f) public housing
g) University Housing
h) other
(Please specify) _____

13. If this accommodation is shared with others, besides your children, please indicate their relationship to you. _____
_____

14. While being a single parent, I have found the following to be significant problems for me:
a) insufficient income
b) child discipline
c) obtaining employment
d) care for children when I want to go out
e) medical problems (health)
f) dental problems
g) housing
h) legal problems
i) sexual problems
j) time
k) energy
l) other
(Please specify)_____
_____

15. Please rate these problems in order of importance: 1st_____
2nd_____
3rd_____

16. Would you please explain how these are problems for you?_____
_____
_____
_____
_____
_____
_____

(Please use the other side of the page if needed.)

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21. Is there anything else that you would like to share about your present or past experience as a single parent?

22. How did you learn about this study being done? _____

Thankyou for your participation.

Laurie Shiak

I. INTRODUCTION TO THE STUDY

A. Background to the Problem

Today, one in ten of all Canadian families are one parent families. Between 1966 and 1971 the number of one parent families grew by 28.7%. This is almost three times the rate of increase of two parent families, which increased by 10.5% (National Council of Welfare, 1976). Of the single parent families in Edmonton, 87% are headed by females (Larson, 1980). A woman becomes a single parent through: (1) bearing children out of wedlock; (2) becoming separated or divorced; (3) becoming widowed (Brandwein, Brown, & Fox, 1974).

APPENDIX C
Bem Sex Role Inventory

Many single parents regard their mode of living as a workable and preferable alternative to two parent family life and defend it as a valid option (Hunt & Hunt, 1977). Because of such factors, a large and growing number of women are heading households in Canada.

Concurrently, interest has developed in how these women adapt to new roles. Within this context, an androgynous attitude toward sex roles has been encouraged as a positive, healthy mode of functioning. Rossi (1964) has outlined some of the characteristics of the androgynous concept:

> An androgynous conception of sex role means that each sex will cultivate some of the characteristics usually associated with the other in traditional sex role definitions. This means that tenderness and expressiveness should be cultivated in men, so that a male of any age in our society would be psychologically and socially free to express these

> qualities in his social relationships. It means that achievement need, workmanship and constructive aggression should be cultivated in women so that a female of any age would be similarly free to express these qualities in her social relationships.(p. 99)

The androgynous personality integrates and balances the best aspects of both the male and female sex role (Sturdivant, 1980). According to Bem (1975) "the androgynous individual should be able to remain sensitive and engage in whatever behaviour seems most effective at the moment regardless of its stereotype as appropriate for one sex or the other"(p. 2). Marecek (1979) argued that traditional ideas of gender appropriateness, on the other hand, constrain men and women from developing broad, flexible behaviour repertoires and thereby limit human adaptability. Because of this behavioural flexibility, Sturdivant (1981) speculated that the androgynous person would be able to function more effectively and achieve greater self-actualization.

Pages 99 and 100 are missing. These pages contain Appendic C, The Bem Sex Role Inventory. This inventory can be obtained from The Consulting Psychologists Press, Inc., 577 College Avenue, Palo Alto, California 94306.

Little is known about the factors contributing to the single mother's psychological health and her ability to handle the multiple responsibilities that are related to being sole parent in the home. However, some writers (Marecek, 1979; Kurdek & Siesky, 1980) have suggested that because the single mother must play the role of both provider and nurturer she may find herself needing to demonstrate characteristics or behaviours of both masculine and feminine sex roles. Therefore, Marecek (1979) suggested, "If androgynous identities allow women to assume roles other

than their traditional roles with a minimum of anxiety, self-doubt or discomfort, then such identities may be more consistent with social realities" (such as single parenthood)(p. 246).

Based on this literature, one would expect that a highly differentiated sex role orientation would interfere with the single mother's ability to handle her multiple roles and her psychological health. On the other hand, an androgynous orientation would lead to behavioural flexibility and greater mental health.

APPENDIX D

Interview Questions

B. Purpose of the Study

The objective of this study is to generate ideas regarding one of the factors that may be related to the successful adjustment by women to single parenthood, sex role orientation.

The study is descriptive, focusing on the information acquired through taped interviews and questionnaires. It is conducted in two stages. In stage one questionnaires are used to obtain background information and to classify the sex role orientation of 72 single parent women. In stage two an interview schedule and questionnaire is used with 16 of these women (five androgynous, five feminine oriented and six masculine oriented) to elicit information regarding their social and psychological experiences. The three groups of women are described and compared in relation to their social adjustment and level of psychological health.

C. Justification for the Study

APPENDIX D

It is evident from a review of the literature, that women are managing the challenges of single parenthood with varying degrees of success. For some women, single parenthood creates serious adjustment problems whereas others find it a liberating, growth promoting experience. The question that comes to mind is: what variables determine the woman's ability to overcome the difficulties and cope with being a single parent? As there is a paucity of research in this area (Brandwein, Brown & Fox, 1974; Brown, Feldberg, Fox & Kohen, 1976; Burlage, 1978), the researcher suggests that there is a need to investigate and provide answers to this question. Research of this type will provide counsellors with a base from which they can develop effective counselling strategies which will contribute to the woman's sense of social and psychological well-being and subsequently to that of her children.

D. Overview

The purpose of the study was briefly introduced in this chapter. A review of the research literature related to the study is presented in Chapter II. Chapter III consists of the methodology and design used for the collection of data. The findings and conclusions based on the research data are presented in Chapter IV, with a discussion of these findings and implications for future research being in Chapter V.

The interview, as explained to you, on the telephone, will be focusing on you as a single mother. The questions will, for the most part, deal with the various tasks and responsibilities (the roles) that you are involved in on a day to day basis.

The various areas I would like to discuss with you are:

a) You as a worker/student
b) You as a homemaker
c) Your social and leisure activities
d) The relationship you have with your extended family.
e) Your role as a parent
f) Your relationship with your former spouse (only if applicable)
g) Your economic situation
h) Then finally some general questions about your experience.

The interview will be taped for my use only. Everything we discuss will be kept completely confidential. If there are any questions that you do not wish to answer, feel free to say so. Any questions?

Let's begin by talking about the work you do or the school program you're taking.

Work role (includes student)

1. What kind of work do you do? or what program are you taking at school?

2. Were your reasons for working or going to school related to becoming a single parent?

3a What do you like about the work you do? The program you're taking?
b Is there anything you dislike?
c Have your found your work/courses interesting during the last two months?
d Do you feel satisfaction when your work is completed?
e Would you change your present work/school situation if you could?

4a Have you missed any time/classes from work/school during the last two months?
b How many days/classes? What causes you to miss classes/work?

5. If your supervisor & coworkers (professors & classmates) were here, how would they describe your work performance? (Have you fallen behind? Have you been able to complete assignments?)

II. REVIEW OF THE LITERATURE

A. Overview

An extensive body of literature exists on female-headed families. A number of concerns have been raised and approaches utilized to study this population. The early researchers approached the single parent family as a deviant family form, referring to it as broken, multi-problem, or disorganized. These families were typically poor, and much of the concern was to note the outcomes for children growing up in such homes. Researchers looked for problems of delinquency, poor school performance, and lowered I.Q. (Burlage, 1978, p. 37). As criticized by Brandwein et.al. (1974) and Herzog and Sudia (1968) these studies concentrated on the pathological effects of single mothers on their children. The assumption was that the absence of a father figure would cause permanent damage to the child, particularly to the son's personality.

More recent researchers have taken the view that the single parent family is an alternative family form rather than regarding it as a deviation of the traditional family. Herzog and Sudia (1968) have urged that the father-less family be studied, "as a family form in its own right, not as a residue, but finally as something that exists and functions and represents something other than the mere absence of true familiness"(p. 181). Over the past ten years a number of researchers (Atlas, 1981; Bell, 1975; The

Canadian Council on Social Development, 1971; Guyatt, 1971;

Knight, 1980; Weiss, 1975, 1979; Woolley, 1975) have

investigated the functioning of the single parent family,

its strengths and weaknesses. Other

researchers, Menzies (1976) and the National Council of

Welfare (1976), have studied the relationship between

economic factors and female-headed families. Another body of

research has dealt with the effects of the single parent

family on the children (Herzog & Sudia, 1968, 1971; Raschke &

Raschke, 1978). One of the most recent areas of study has

explored the social and psychological experience of the

single parent mother (Brown, Feldberg, Fox & Kohen, 1976;

Burlage, 1978).

The following literature review is divided into two

sections. The focus of part one is on the research and

literature of the past ten years which has approached the

single parent family as an alternative family form. A

description of the recent work which has examined the rise

in families headed by females, studies which have

investigated the experience of parenting alone, and evidence

concerning the factors related to the social and

psychological well-being of the single mother is provided in

this section. Part two of the literature review is an

examination of research on to one factor that may be related

to the adjustment of the single parent woman, sex role

orientation. The criticism that theorists have of the

traditional approach to sex roles is discussed, as is the

b Have you seen or heard from them in the last two months?
c Are they supportive? In what way? Would you want more/less?
d Have you been getting along with them? Have you had any arguments with them?

20a During the last two months have you been able to talk about your feelings & problems openly with any of these relatives? What types of things do you discuss? Not discuss?
b Is there anyone you feel especially close to? Avoided seeing?

21a For what types of things do you depend on your family for: (help, advice, babysitting, finances etc.)
b When you go visiting or go out is it usually with family or friends?

22a Have you worried about things happening to members of your family? (what kinds of things? Health? Divorce? Job loss?)
b Have you ever felt that you have let your relatives down? (How did you let them down? Have you felt guilty?)
c Have you ever felt that your relatives have let you down? (How? Your feelings?)

Parental Role

23a What are your children's names & ages?
b How did they respond to the separation? (if applicable)
c In what way have the children's lives changed?
d What kinds of things have you been doing with the children during the past 2 months? Let's start with (name).
e Has being a single parent family changed the amount of time you spend with your children. Please, explain.

24. Have you been able to talk (discuss feelings, problems) with your children during the last 2 months. Start with (name). Does he/she come to you with problems? (examples?)

25a How much friction (if any) has there been between you & the children?
b Have you had to discipline them much in the past 2 months? Do you tend to snap at them when you are tired or upset?

26a What have your feelings generally been towards your children since being a single parent? during the past 2 months? (dislike/affection)
b Since becoming a single parent, do you feel that your relationship with your children has changed? In what way?

Contact with Former Spouse (if applicable)

27a What are the nature of the contacts with your former spouse? Frequency?
b What are your present feelings toward your husband?
c What is the nature of the relationship between the children & the absent parent? Are you satisfied with this?

B. Part One

The Increase in Families Headed by Females

In 1974, according to figures drawn from Statistics Canada's survey of Consumer Finances, there were 305, 520 one-parent families with at least one child under the age of eighteen-approximately one in ten of all Canadian families. Women were heads of 261, 230 (85.5%) of these families, and men of 44,290 (14.5%). (National) Council of Welfare, 1976, p. 4)

According to Statistics Canada (1974), the number of one parent families is growing at a rate triple the rate of growth of two parent families. Twenty percent of single parents are separated, thirty percent are divorced; thirty percent are widowed; twenty percent have never married (Knight, 1980).

Ross and Sawhill (1975) have suggested that, "most of the growth in female-headed families, has been related to increased marital disruption and to the higher proportion of marital dissolutions which involve children (p. 24). Arias (1981) has attributed the increase in single parent families to:

1. Men and women each recognizing the legitimacy of their own needs and feeling limited by their traditional family roles.
2. Lengthened lives and more leisure time.
3. A growing public acceptance of the single parent family.(p. 6)

Economic Adequacy

28a This question has to do with your finances. In the past 2 months have you had enough money for you basic needs?
b Have you had to put off important things?
c Do you have any savings?
d In what way has your economic situation changed since becoming a single parent?

Use of Community Resources

29a With which of the following resources have you had contact? (Hand her a list of services).
b What was your experience. Was the service helpful, easy to get to, adequate for your needs?
c What changes are needed to make the service better?
d Are there other services that you wish to apply to but have been reluctant to?

Community Attitude Toward One Parent Families

30a What are your perceptions of community attitudes? (an example)
b Have you experienced discrimination in obtaining housing, credit, work situations?
c Have your children experienced difficulties? (School, neighbours)
d How do you handle community attitudes?

Adjustment

31a During the lenth of time that you have been a single parent what have been some of the difficulties you have had to deal with?
b How did you handle these difficulties? Did you have help? (from where?)
c Would you have wanted help from other sources?
d What has been the most continuing problem?

Goals and Aspirations

32a What are your immediate goals for you and your family? Long term goals? (education, training, employment).
b Do you have a plan for achieving these goals?

Conclusion

33a Have your feelings about yourself changed since you have been a single mother? In what way?
b Could you identify your single greatest concern in being a single parent mother?
c Could you identify a single greatest satisfaction?
d Is there anything that you would like to add, any insights that you have acquired through your experiences?

Although a percentage of women do marry or remarry, single parenthood is not necessarily a temporary situation. As pointed out by Braadweih et al. (1974):

> Over and over the literature assumes that the single parent state is temporary. Although many women especially those under thirty, do remarry, a greater proportion, especially after the age of thirty, remain divorced (Carter & Glick, 1970) ... Because of the assumption that divorcees will remarry, society does not feel obligated to provide supports for single parents. (p. 511)

The Experience of Parenting Alone

According to LeMasters (1957) the family can be conceptualized as a small social system. The addition or removal of one family member forces a reorganization of the total family system. Each person within the system must shift his or her position and assume the roles of that position. In her position as sole parent, the single mother must shoulder all of the responsibilities traditionally shared in the two parent family.

> Of the twenty-three million women who are unmarried, more than fifteen million of us maintain homes, raise families, work, pay our bills, provide guidance for our children and struggle to achieve stability in our financial, moral, emotional, spiritual, and sexual lives and all of this alone. (Yates, 1976, p.)

As explained by Weiss (1979) the single parent family,

> "is vulnerable to overloads of several types because of the absence of a second parent within the household who might provide support on a day to day basis and a reserve capability with which to meet new demands" (p. 281).

Bott (1971) discovered a basic division of labour in the organization of two parent families she studied. There was considerable variation within this division of labour. However, the husband's major responsibility was to support the family financially. The wife was responsible for the housework and child care. In the single parent family this division of labour is impossible. As a result, the single parent mother is responsible for three main groups of responsibilities. She must carry out those tasks associated with being the financial provider for the family. She is responsible for tasks associated with child care such as nurturing, disciplining and responding to the children, setting rules, helping with homework, feeding and clothing of the children, provision of child care when at work or out socially. Tasks involved with home maintenance such as meals, laundry, cleaning, repairs, and decorating are also her responsibility.

APPENDIX E
Personal Orientation Inventory

1) The Single Mother as Breadwinner

The responsibility of supporting the family financially becomes one of the many roles that the single mother must assume. Researchers, Burlage (1978), Espenshade (1979), Kriesberg (1970), found that support from the husband in the form of child support and/or alimony tended to be unreliable and irregular. In 1973, the incidence of poverty in one-parent families in Canada was fifty-three percent, approximately four times that of two-parent families. Among male single parents

APPENDIX E

Scoring of the POI scales is accomplished only in terms of the two major scales, Time Competence (TC) and Inner Directed (I), and the ten subscales, listed immediately below. Since the major scales are viewed as being conceptually interpretable in relative or proportional terms, they are frequently seen as ratios covering their two major areas of importance in personal development and interpersonal interaction, time orientation and support orientation.

Time orientation reflects the degree to which the individual lives in the present rather than the past or future. Self-actualizing persons are those living primarily in the present with full awareness and creative and full feeling reactivity. They are able to integrate the past and the future to the present in meaningful continuity and their aspirations are tied meaningfully to present goals. They are characterized by faith in the future without compulsive or over-idealized goals. They are "time competent". In contrast, the "time incompetent" person lives primarily in the past--with guilts, regrets, resentments and/or in the future with idealized goals, plans, expectations, predictions, and fears.

Support orientation is designed to measure whether an individual's mode of reaction is characteristically "self" oriented or "other" oriented. Inner-, or self-, directed persons are guided primarily by internalized principles and

the poverty rate was fourteen percent, among female single parents it was forty-nine percent. Only forty-five percent of all single parents were employed full time. Another forty-one percent received their chief income from welfare (National Council on Welfare, 1976).

A number of obstacles stand in the way of providing for her family through employment. First of all, the traditional upbringing of girls has not socialized them for the wife and mother role but prepared them to be financially independent and self-sufficient. Burlage (1976) reported that women who had given primarily to psychological problems of becoming a mother and full time their fears of failure, feelings of inadequacy and confusion and lack of information about work ... they were not psychologically prepared to choose from a variety of options in terms of careers or lifestyles, and when they suddenly find themselves single parents, they must still face the enormous gap between their traditional upbringing trained them to fill and the new roles that they are now expected to shoulder.(p. 6)

Not only does the socialization process interfere with the woman's ability to handle the provider role but discrimination in the labour market may create difficulties for her:

motivations while other-directed persons are, to a great extent, influenced by their peer group or other external forces.

Scores on each of the ten subscales are intended to reflect a particular facet important in the development of self-actualizing. These subscales may be defined as follows:

Self-Actualizing Value (SAV) measure the affirmation of primary values of self-actualizing people. A high score indicates that the individual holds and lives by values characteristic of self-actualizing people, while a low score suggests the rejection of such values. Items in this scale cut across many characteristics.

Existentiality (Ex) measures the ability to situationally react without rigid adherence to principles. Existentiality measures one's flexibility in applying values or principles to one's life. It is a measure of one's ability to use good judgment in applying these general principles. Higher scores reflect flexibility in application of values, while low scores may suggest a tendency to hold to values so rigidly that they become compulsive or dogmatic.

Feeling Reactivity (Fr) measures sensitivity or responsiveness to one's own needs and feelings. A high score indicates the presence of such sensitivity, while a low score suggests insensitivity to these needs and feelings.

Spontaneity (S) measures freedom to react spontaneously, or to be oneself. A high score measures the

Discrimination takes many forms: employer attitudes which characterize female single parents, in particular, as unreliable and unstable, and all mothers as having too many "distractions" (meaning their children); in a preponderance of dead-end jobs for which only women are hired; and in considerably lower pay scales than men. (National Council of Welfare, 1976, p. 6)

Another constraint placed on the woman is her family's needs and demands which in conjunction with being a full time wage earner can involve the physical strain and fatigue and a sense of being overwhelmed by too many things to do. (Herzog & Sudia, 1971). Given that these obstacles exist for the single parent woman, it is logical that Schlesinger and Todres (1975) found financial pressure ranked as the number one problem of single parent women and that Weiss (1976) found that fifty-five percent of all separated and divorced mothers worry about money most or all of the time.

Although the breadwinning role may be a very difficult one for many women, researchers have found that this role can provide social and psychological rewards for the woman. "In spite of the strain involved in combining the childrearing and breadwinning roles, some women were found to feel increased self-confidence and self-esteem when they managed to do both" (Burlage, 1978, p. 362). Weiss (1979) found that work provided the woman with a social world alternative to that of home and family as well as a meaning and purpose in life. For

ability to express feelings in spontaneous action. A low score suggests that one is fearful of expressing feelings behaviorally.

Self-Regard (Sr) measures affirmation of self because of worth or strength. A high score measures the ability to like oneself because of one's strength as a person. A low score suggests feelings of low self-worth.

Self-Acceptance (Sa) measures the affirmation or acceptance of oneself in spite of one's weaknesses or deficiencies. A high score suggests acceptance of self and weaknesses, and a low score suggests inability to accept one's weakness. It is more difficult to achieve self-acceptance than self-regard, but self-actualizing requires both.

Nature of Man--Constructive (Nc) measures the degree of one's constructive view of the nature of man. A high score suggests that one sees man as essentially good and can resolve the good-evil, masculine-feminine, selfish-unselfish, and spiritual-sensual dichotomies in the nature of man. A high score, therefore, measures the self-actualizing ability to be synergic in one's understanding of human nature. A low score suggests that one sees man as essentially bad or evil.

Synergy (Sy) measures the ability to be synergistic--to transcend dichotomies. A high score is a measure of the ability to see opposites of life as meaningfully related. A low score suggests that one sees opposites of life as a problem.

example, he quoted one woman as saying, "The finances are the number-one consideration in my working, but the job really does help. You know, you are away from your house and your children and you are coping with a different situation altogether. Your job is therapy"(p. 21).

2) The Single Mother as Parent

Just as the single parent has the sole responsibility of financially supporting the family, she has the sole responsibility for childrearing, which like the breadwinning role, has its difficulties, as well as its rewards. Weiss (1979) described some of the problems of raising children alone:

a. Parents reported feelings of anxiety, concern and guilt over their childrearing practices. They feared that their children may be harmed psychologically because there was no father figure in the home. They worried about being too indulgent as well as on the other hand being too restrictive.

b. Parents found it difficult not having someone to consult with when a difficulty arose or an issue (allowances, bedtimes, dating) needed to be discussed.

c. Not having someone to share the task of responding to the children's needs and wishes was a problem.

antagonistic. When one is synergistic one sees that work and
d. Not having someone to balance or minimize the
play are not different, that lust and love, selfishness and
parent's mistakes (impulsive anger,
selflessness, and other dichotomies are not really opposites
overprotectiveness) was another worry for the
at all.
single parent.

Acceptance of Aggression (A) measures the ability to
(p. 267-272)
accept one's natural aggressiveness--as opposed to the
Burlage (1978) found another problem with parenting
defensiveness, denial, and repression of aggression. A high
alone was child care while the woman was working. The
score indicates the ability to accept anger or aggression
National Council of Welfare (1976) reported that, "many
within oneself as natural. A low score suggests the denial
thousands of children daily endure inadequate and often
of such feelings.
makeshift child care arrangements because there is

Capacity of Intimate Contact (C) measures the ability
nothing else available"(p. 12). "... although there was
to develop contactful intimate relationships with other
a 100 percent increase in the number of day care, lunch
human beings, unencumbered by expectations and obligations.
and afterfour spaces from 1973 to 1974, there were still
A high score indicates the ability to develop meaningful,
only 55,181 such spaces to serve the 362,000 children of
contactful, relationships with other human beings, while a
one-parent families"(p. 13). It is not surprising that
low score suggests that one has difficulty with warm
many women reported being worried and anxious over the
interpersonal relationships (Knapp, 1976, pp. 5-7).
child care arrangements they had made.

As with the breadwinner role, not all women found difficulties with parenting alone. Atlas (1981) described the following benefits:

a. A reduction in tension, hostility, and discord within the family and an increase in family solidarity and consistency.

b. Flexibility in planning quality time with children.

c. A democratic working together approach to problem solving and daily living.

d. An opportunity for growth and sharing.

e. The widening experience: two differing spheres of influence.

f. The extended single parent community.

g. The opportunity for young people to mature, gain independence, and feel needed and valued as contributing members of the household.

(p. 27)

3) The Single Mother as Household Manager

The responsibility of maintaining the home is the third major role assumed by the single parent. Burlage (1978) suggested that based on time budget studies of the employed, still-married woman with children, paid employment combined with the responsibility of household tasks plus child care is an overwhelming burden for the single mother. "If she is employed full-time for forty hours per week, it can be estimated that household and paid employment together require a minimum of 84.8 hours per week"(Burlage, 1978, p. 40).

Weiss (1979) found that almost all the women he interviewed did not have enough time or energy to maintain the home the way they liked. Brown et.al. (1976) found that the housework, repairs and maintenance were a low priority for the divorced working mothers she studied. These tasks were 'sandwiched' in when there was time.

Page 112 is missing. This page contains Appendix E, Part 2 the Profile Sheet for the Personal Orientation Inventory. This profile sheet can be obtained from The Educational and Industrial Testing Service, San Diego, California 92107.

Although the combining of household tasks with the breadwinning and parenting roles can be overwhelming for some women, Brown et.al. (1976) discovered women who enjoyed the new sense of control they had over the housekeeping. As one woman stated, "The best thing is that I don't have to answer to any one. I can be more relaxed ... I can make my own time. I'm my own boss"(p. 127).

4) Difficulties of Parenting Alone

Weiss (1979) discovered that many women experienced role stress as a result of feeling overloaded by the multiple responsibilities they were carrying out:

a. Responsibility Overload

"All the obligations you can imagine are on your shoulders. This overwhelming responsibility that includes everything, it's all yours, whether you want to assume the responsibility or not"(Weiss, 1979, p. 268).

b. Task Overload

"In the beginning I couldn't figure out how I was going to get them over to the nursery school or home for lunch or who was going to take care of them. It just seemed like there were a thousand schedules to arrange and food, and clothes"(Weiss, 1979, p. 272).

c. Emotional Overload

"I just get down. Feel sorry for myself. Sorry

for me. I get depressed. I guess that's about the word. Tension headaches, the whole thing. When things get really bottled up in me that's how things come out. Tension headaches and nerves. And I get depressed a lot over it all"(Weiss, 1979, p. 276).

APPENDIX F

5) Benefits of Parenting Alone

a. Relief from a bad marriage

"My marriage was destroying me ... Because he didn't want anybody that could think on their own. He wanted somebody that would do as he said with no questions asked"(Weiss, 1979, p. 260).

CLINICS
SPEECH
N. L. JANZEN
PSYCHOLOGICAL TESTING
D. LAMPARD
READING & LANGUAGE
D. D. SAWATZKY
COUNSELLING
H. JUERGENS
SR. ASSOCIATE CLINICIAN

FACULTY OF EDUCATION
CLINICAL SERVICES
ROOM 1-135 EDUCATION NORTH BUILDING
THE UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA
T6G 2G5

JOHN G. PATERSON
COORDINATOR

I, the undersigned, am giving my permission to participate in the study being conducted by Laurie Tobias, Graduate Student, University of Alberta. I understand that the taped interview, and information obtained through the questionnaires, may be used for research purposes by Laurie Tobias.

Address

b. The Freedom to make Decisions

"I make a decision and that's it. There's nobody to argue with... There's no pressure ... I do the controlling"(Weiss, 1979, p. 262).

c. Enhanced Self-Esteem

"I had a very damaged ego when I came out of the marriage. As I gained in the ability to do things and the knowledge that I had value professionally, and that I was able to take care of my own kids, and that I was able in some ways to do better financially than my ex-husband had done, that was a good feeling for me"(Weiss, 1979, p. 263).

d. Closeness to the Children

"I found, living with my kids, that I grew very close to them. I found that they were small people, that they had all the same emotions and values and physical needs as big people. And that was very rewarding"(Weiss, 1979, p. 264).

6) Summary

As illustrated by the research on single parenting there are a number of problems and difficulties that may be encountered by these women. Many women found coping with these problems an insurmountable challenge. However, other women were able to handle the difficulties and apparently enjoy single parenthood. As stated previously, the question that comes to mind is: What variables determine the woman's ability to overcome the difficulties and cope with being a single parent? The following section will address this question.

APPENDIX G

Responses of Women to Interview Questions

Factors Related to the Social and Psychological Well-Being of the Single Parent Woman

There has been very little research carried out to investigate and understand which factors increase or decrease the single mother's social and emotional well-being. However, based on the research in the area the following factors seem to be related to the adjustment of the single mother.

1) Source of Income

Bould (1977) reported that "...the mother who fully assumed both roles and earned her family's support was

more likely to be better off than the mother who stayed home and depended upon unreliable, unstable, controlling or stigmatizing sources of income"(p. 347). Burlage's (1978) research supported these findings, "...our research would suggest that what is important to mothers in receiving financial help is that it be reliable, frequent and non-stigmatizing"(p. 363).

2) Employment and Education Background

As discussed by Burlage (1978), those women who had been employed prior to becoming single parents or had an adequate education and/or training which allowed them to enter the work force with reasonably little difficulty, found it easier to take on the responsibility of head of the household and sole provider. "It is the single parent mother who is poorly educated and has a low income ... who is experiencing the greatest life stresses" (Guttentag, 1976, p. 13).

3) Child Care Arrangements

Burlage (1978) suggested that good quality, dependable and affordable child care arrangements reduced the stress for single mothers.

4) Length of Time as a Single Parent

Marotz-Baden (1979) explained that "...stress usually dissipates over time as families reorganize without the absent member" (p. 8). Other researchers have found that the first few months of single parenthood may be the most difficult (Bohannan, 1971;

APPENDIX G

Work Role

1. Typical comments of those women classified as having a very good level of adjustment to the work role.

Work Performance

"The feedback that I get from them (supervisors) is that they're very pleased."

"They (supervisors) were just very pleased. They said I was a self starter, someone who follows through, and that my accomplishments are good."

"I think my co-operating teacher would be generally positive. I say that because he said some very positive things today. So far all the feedback is very good."

Interpersonal Relationships with Coworkers and Supervisors

"Really super (relationships)... They perceive me as for them and with them... They're a very nice group of people to work with."

"I get along with them (coworkers and supervisors) very well."

"It's really good. We do a lot of teasing and joking. There's no tension."

Job Satisfaction and Interest

"I find it (my job) challenging and really satisfying. Its the helping field and I like to help."

"Its a very interesting job. I very much like to work

[illegible] person. I'm always searching for [illegible] want to be sitting through [illegible] relieving the social, [illegible] described support being a [illegible] person and social

2. [illegible] work) [illegible] experiencing [illegible] work or [illegible] psychological resources and [illegible] of opportunity situation. [illegible] that [illegible] work [illegible] with her children [illegible] I (1978) [illegible] much [illegible] support. [illegible] fears [illegible] for [illegible] mobility to [illegible] find really hard."

"It [illegible] organisations, [illegible] I get something that I always wanted to do [illegible] Welsh" (1978) a study aimed [illegible] 1971 would have found that there was support [illegible] such [illegible] and [illegible] programs through [illegible] help [illegible] function [illegible] like you

Development (1971) recommended similar support systems as well as equal employment opportunities for women, Big Brother/Big Sister organizations, subsidized housing and homemaker services. Bell (1975) recommended increased financial support for recreation, transportation and babysitting.

f) Non-traditional Sex Role Attitudes and Orientation

Brown, Perry and Hanburg (1977) investigated women's coping behaviour over a four month period during marital dissolution. One of their major findings was that nontraditional sex role attitudes, particularly those rejecting the exclusive importance of home-centred motherhood, were found to be significantly related to lowered distress and increased well being.

Marecek (1979) and Kurdek and Siesky (1980) suggested that an androgynous sex role orientation may be related to the well-being of the single mother.

Summary

The female headed family has become a common feature of today's society. Because there is only one parent to carry out the responsibilities traditionally shared by two parents, single parenting can be very taxing for the mother and children involved. Research indicates that the way in which the woman adjusts to her single parent position and the multiple roles associated with the position, varies from individual to individual. Although there has not been a systematic investigation into the factors related to the

3. Comments of those women experiencing a fair level of adjustment to the work role. Comments reflect the stress and dissatisfaction felt by these women in relation to their jobs or school programs.

"I've just changed jobs. It was pretty taxing as far as time spent with my little girl. Basically, I found the hours were interfering with me personally health wise, and that I didn't see enough of my daughter and then when I wanted to go out I felt guilty because I had spent so much time at work... It was a great strain... I was sick of work."

"It's a very heavy job. There's a lot of responsibility. You're dealing with some problem children. Although I don't find it difficult...but it's a big responsibility." (This woman went on to say) "If you've had a hassle with the kids in the morning and you're supposed to be getting organized you think about it during the day. You wonder how you're going to get it all done... I get very distracted... I'm overwhelmed."

"I don't like the atmosphere (at school)...there's an intense competition... I'm not getting very good grades because I refuse to make it my entire life. If I wanted to do that I'd probably have to spend 16 to 18 hours per day working... I resent being forced into a position of competing... I think that if I weren't such a strong person I might crumple under that."

Pairneqbeing mother's social and emotional well-being, there are
lindTypicals comments of those women described as having very
educgotoidn ranatiomships, quality of day care, length of time as
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factionsenrifiec,moreoutcomeingful .soc iar and psychological
adjuvemt of thesingle parents women. Researchers
(Brathaipr,obaby more than they need me. I've learned so
thamuchf wormk thandone to help understand the complex
questSiuon' s(here daughter mother's number one priority and time
with ther purpose her thesy study is to explore one of the
factbirve thatmay be related to the woman's adjustment, sex
roleTypicalcomments of those women described as having a
presgoodtiaeionship with their children. Comments reflect
the women's feelings that relationships with their
C. Parildren could be improved.

Sex Whatever went wrong she blamed me... She does not
blameme quite so much now. She's still going through a
terrible time and I'm trying very hard to be
supportive. But I need more time to spend more time relating to
her and I can't concentrate more on working with her and
sometimes, she gets very aggravated with me.
(Our relationship) improved.
(I think he (my son) knows that I love him and that I'm
As expressed by Gutride (1980), (but) we don't talk as
thismuchsomuch as we used to and that's because there is not both
men and women sometimes I can work for three to four hours

flexible behaviour repertoires and thereby human adaptability is limited. In the case of the single parent mother who must rear her children, manage a household and support her family, a variety of competencies and a diversity of traits are required to handle these various roles. She is in a position where she must meet both masculine and feminine role expectations.

Aslin (1976) has argued that one of the major reasons that single parent women have difficulty coping is because they have not been socialized to function as independent, autonomous people.

Social and Leisure Activities

1. Typical responses of those women described as having an active, satisfactory social life

"I found a few of my friends very, very supportive... They're really willing to listen if I'm about ready to blow a fuse."

"I'm able to phone my friends in the middle of the night if I'm really upset."

"I cannot believe the support that I received. To me its important to work at maintaining friends and now because they're helpful and very comforting..."

Satisfaction with Social Life (These women expressed satisfaction with their social lives but most wanted more male companionship).

"I always want more companionship, a special companionship but as far as friends I don't need any

3 The woman described as having a fair relationship with her daughter attributed the recent decision of her daughter to move back with her father to her inability to give her daughter the love she needed. "I wasn't really giving her the kind of love she needed. I didn't have that much to give. I knew she needed more love but I just didn't have any more. I was pretty empty because I just felt all alone and I didn't have anybody there to talk to or turn to or get any attention from..."

Women's traditional socialization focused on gaining all her sense of identity from the wife and mother roles. These roles were summarized by Stevens (1979) as essentially the role of nonbeing: "These roles are intrinsically passive. They require the subjugation of oneself to the needs of others - a husband and children (p. 15). In addition to overtly not developing her own identity via a career or other important involvements with society, she is programmed to find her identity through her man. Specifically the division of marital sex roles has meant that the wife is dependent on her husband for economic support, for social status, for all of the interactions with societal institutions, for emotional satisfaction and for companionship and conversation. Thus the traditional female socialization yields women unprepared to function as autonomous adults. (p. 38)

Recently, psychologists have been investigating an alternative to the dichotomous view of sex roles. "The proposed integrative conceptualization of sex role characteristics and behaviour has been given the name androgyny ... Derived from the Greek andros, meaning man, and gyne, meaning woman" (Olds, 1981, p. 19).

more special friends... I would like to go out with a nice person, like a man."

"I go to the Citadel regularly and I often just go to friends or relatives for dinner... Sometimes on a Saturday night of Friday night... I'd like to get dressed up and go out with somebody... and have a good conversation and a lovely time."

"I have friends at a certain part of my day and the other part of my day I have myself. I'm really comfortable with the situation being that way... I would like more male friends."

2. A typical response of women experiencing satisfactory but restricted social lives.

"I guess I really don't have much of a social life. I go to Bingo once a week. Most of the rest of the time when I do go out its to take the kids somewhere... Other than that I don't do much socializing... I'm just more comfortable on my own. I prefer it that way I guess. I like to sit home and relax and do my crafts."

3. Typical responses of women described as having restricted and unsatisfactory social lives.

"I would like to have a more active social life and I don't. This is where the loneliness comes in. Its like a downer. I get really down on myself."

"I would like to get out more. Right now its my daughter. I just don't feel that I can go out as much as I'd like to... I find that you can't sort of do things

Androgyny

"Androgyny refers to the relatively equal development within one person of the personality characteristics traditionally associated with men as well as women. Androgyny, as a personality and behavioural characteristic represents the flexible integration of the traditional "masculine" and "feminine" polarities within an individual of either sex"(Olds, 1981, p. 20). According to Sturdivant (1980) all human beings have the capacity for what our society has classified as "feminine" and "masculine" characteristics. The androgynous personality would integrate and balance the best aspects of each role. Through the androgynous personality each person can free themselves from rigid, out-moded sex role standards and display a wider range of useful human skills.

Researchers and theorists have focused on two hypotheses related to androgyny:

1. Traditional sex role concepts restrict behaviour in significant ways.

2. Androgynous individuals are more effective and psychologically healthier than sex-typed individuals.

With relation to the first hypothesis, Sandra Bem (1975) suggested that, "The Androgynous (henceforth all capitalized sex-role descriptions will refer directly to Bem and her BSRI) individual should be able to remain sensitive to the changing conditions of the situation and engage in whatever behaviour seems most effective at the moment

on the spur of the moment..."
regardless of its stereotype as appropriate for one sex or

"I would desparately like to get out more... Not having
the other"(p. 634). For example, the Androgynous person is

money makes it tough. Most things conspire to keep you
someone who is both assertive and yielding, independent and

in. If you can get out you can't get a babysitter. If
tender, aggressive and gentle, and capable of both

you can get a babysitter you don't have the money or its
expressive and instrumental behaviour depending on the

so far to take the bus its just not worth it... This
situational appropriateness of the behaviour. Bem designed a

life is very difficult to live. You're so hemmed in by
number of experiments using the Bem Sex Role Inventory

your child being so young."
(BSRI) as a measure of sex role orientation to demonstrate

Relationships with Extended Family
that Androgynous subjects were able to respond more

1. Typical descriptions of family relationships from women
appropriately to a given situation than Masculine or

that have very good relationships with members of their
Feminine oriented subjects, while on the other hand showing

extended families.
that sex-typed subjects have "behavioural deficits" and are

"It gets better every day. We're very very close..."
lacking the abilities to respond effectively in certain

"My sisters and I have a really excellent
situations. Bem (1975) found that Androgynous individuals

relationship... We understand each other quite well..."
were able to perform cross-sex behaviour with little

"My mom was a single parent with three children to raise
reluctance or discomfort whereas sex-typed subjects were not

so she really understands and she's been very helpful...
able to respond appropriately in an experiment where

She's really good for moral support."
subjects were required to show independence when under

2. Typical responses of those women described as having
pressure to conform (masculine behaviour) and nurturance

good relationships with their extended families.
when given an opportunity to interact with a baby kitten

"We're (sisters and I) very open and very supportive.
(feminine behaviour). Bem and Lenney (1976) reported that

They've both been divorced... I talk to each sister two
sex-typed individuals actively avoided a variety of

or three times a week. I see them about once a month."
activities which were stereotyped as more appropriate for

(However, when talking about her mother this woman
the opposite sex. These subjects also felt greater

stated), "(I see her) as seldom as possible. My mother
psychological discomfort when engaging in cross-sex

feels she has the right to run my life and tell me what
behaviour. Subjects were asked which of a series of paired

to do and I just do not have a good relationship with my
activities they would choose to perform for pay while being

mother."

"We (mother and I) tend not get on each other's nerves and my lifestyle is not something she's used to. My sister and I are really close. We get along really well."

Comments of those women described as having a fairly relationship with their extended families showed this woman lost all family support when she divorced her husband. "My mother pretty well rejected me at that time. She was very upset when it happened so I just decided if she felt that way about me I really didn't want anything to do with her. Our relationship has not been especially love." "They (siblings) sided in with my husband. We're not close any more."

When Bem better adjusted, more effective and psychologically healthier than sex-typed individuals is based on the first hypothesis. In other words, psychologically androgynous individuals may be better adjusted than sex-typed ones because of their greater behavioural flexibility. According to Kohlberg (1966) the highly sex-typed person attempts to keep behaviours consistent with an internalized sex role standard. This is done by suppressing behaviour that might be considered undesirable or inappropriate for his/her sex. Forisha (1978) suggested that the sex typed individual is restricted because behaviour comes from external norms and the expectations of others. How one thinks, feels and acts depends on whether one is

photographed. Sex-typed subjects were more

activities than Androgynous subjects.

Bem, Martyna and Watson (1976) reported that androgynous individuals displayed situationally appropriate behaviour when interacting with a busy and listening or flirtatious student. On the other hand, masculine males showed behavioural deficits when understanding feminine behaviours. These results support the hypothesis that traditional sex roles restrict individuals in performing simple everyday tasks and Androgynous individuals are able to engage in socially appropriate behaviour regardless of its masculine or feminine stereotype.

"Its better for me not to be in the same city when I'm really upset its better that I don't call them.. We're not particularly close."

"Pretty distant (relationship). We don't make the effort very often. I guess they're there but they're busy and I'm busy."

Economic Situations

Typical responses of those women described as having a very good economic situation.

"That's a problem (financial) that I don't have.. I am very comfortably off."

"I've got it made (financially). I'm extremely fortunate."

2. Typical comments of women described as having a fair male or female. Forisha (1978) further explained that role economic situation.
oriented behaviour is limiting and constraining. Androgyny, "I'm always sort of behind but I do have enough money to
however, leads to better adjustment because the individual buy groceries and things... I have nothing to fall back
does not restrict his/her behaviour. The androgynous on."
individual is capable of responding genuinely, authentically "I have found things to be more expensive than I
and openly. Behaviours, emotions, and attitudes are chosen realized. Everything is going up... I'm finding it very
because they are the most appropriate for the individual's difficult to meet all of the needs, the basic needs and
situation. As can be seen from the following studies the there's not anything left over for emergencies and we've
results of the research to test these ideas are not had so many emergencies and so I feel backed to the
conclusive. wall... All and all we're doing okay but its creating a
Androgynous self-concepts have been found to relate to pressure for me."
higher self-esteem (Orlofsky & Windle, 1978; Spence,
3. Responses of women described as having a poor ecohomic Helmrich & Stapp, 1975) whereas high femininity scores were situation.
found to related to high anxiety, low self-esteem and low "It (the money) doesn't go far. You really have to be
social acceptance (Consentino & Heilbrun, 1964; Gall, 1969; careful... The only time I get really upset and worried
Gray, 1957; Orlofsky & Windle, 1978; Sears, 1970; Webb, is when we're two weeks to the end of the month and
1963). there's not enough money for groceries."
Deutsch and Gilbert (1976) reported that sex-typing "Finding money for clothes, babysitting etc. is
(high Femininity scores on the Bem Sex Role Inventory difficult. I rack my brains trying to think of ways to
(BSRI)) in college women was associated with poor overall make more money... Not having enough money makes it
adjustment as measured by the Revised Bell Adjustment tough."
Inventory. In addition, Flaherty and Dusek (1980) and

Orlofsky and Windle (1978) found that an Androgynous

sex-role orientation was associated with personal adjustment

in women.

Cristall and Dean (1976) and Nevill (1977) reported

that their data suggested a positive correlation between

Androgyny and self-actualization.

Although these findings suggest that an Androgynous orientation in women may be related to higher self-esteem, personal adjustment and self-actualization, other researchers have found a Masculine orientation in both men and women may lead to better adjustment (Deutsch & Gilbert, 1976; Flaherty & Dusek, 1980; Jones et.al., 1978; Orlofsky & Windle, 1978; and Silvern & Ryan, 1979). According to Silvern and Ryan (1979), "Androgyny vs. traditional sex-typing was associated with superior adjustment only among women and only insofar as androgyny was associated with high Masculinity"(p. 761). Jones et.al. (1978) found that those individuals with a Masculine orientation were most adaptive regardless of gender and Orlofsky and Windle (1978) reported that cross-sex typing permitted effective opposite sex behaviours and was associated with high self-esteem in women.

APPENDIX H

Social Adjustment Scale (SAS)

Item Content and Organization

Worell (1978) pointed out, "The limited research data accumulated so far suggest that sex roles emphasizing either instrumental, expressive or Androgynous orientations may have differing implications for the psychological well-being of males, and females in American culture"(p. 778). Olds (1981) warned that "...it would be premature to make any definitive conclusions on the basis of studies which largely correlate the Bem Sex Role Inventory (BSRI) scores and measures of self-esteem or self-actualization through paper and pencil tests... In one sense, these experiments can be

considered only a beginning in establishing the validity of the construct of androgyny"(p. 22).

APPENDIX H

SOCIAL ADJUSTMENT SCALE (S.A.S.)
ITEM CONTENT AND ORGANIZATION

QUALITATIVE CATEGORIES	WORK	SOCIAL & LEISURE	ROLE AREAS: EXTENDED FAMILY	MARITAL & SPOUSE	PARENTAL	MARITAL FAMILY UNIT	ADDITIONAL
BEHAVIOR							
Performance	Time lost Impaired performance	Diminished contact with friends Diminished social interactions Impaired leisure activities Diminished dating		Diminished intercourse Sexual problems	Lack of involvement Impaired communication	Economic inadequacy of family unit	
Interpersonal Behaviors	------	Reticence Hypersensitive behavior	Reticence Withdrawal Family attachment Rebellion	Reticence Dominering behavior Dependency Submissiveness	Friction		
Friction	Friction	Friction	Friction	Friction	Friction	------	
FEELINGS AND SATISFACTIONS	Distress Disinterest Feelings of inadequacy	Social discomfort Loneliness Boredom Disinterest in dating	Guilt Worry Resentment	Lack of affection Discontent in sex	Lack of affection	Guilt Worry Resentment	
GLOBAL JUDGMENTS	Work global	Social & Leisure global	Extended family global	Marital spouse global	Parental global	------	Overall global

Weissman M. et. al. Social Adjustment Scale Handbook (p. 3, Table 1) 1973.